

Exhibit 17

From: Sifri, Costi D *HS [/O=MCC.VIRGINIA.EDU/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CDS9N]
Sent: 5/26/2021 8:48:22 AM
To: Lautenbach, Ebbing [ebbing@pennmedicine.upenn.edu]
CC: Brennan MD, P.J. [PJ.Brennan@pennmedicine.upenn.edu]
Subject: Re: COVID Vaccine Requirement

Thanks Ebb! Understood - I just came off myself.

Hi PJ - No rush! As summarized, our leadership is very interested but would appreciate any insights or lessons learned. I'll need lead the medical exemption process. We'll use FDA contraindications and probably have allowances, for example pregnant and nursing women. All will need MD supported exemption letters, and we'll have an internal adjudication process. It'll be similar to our required influenza vaccine (also measles/MMR, pertussis) requirement process - for flu vaccination 2020, 98.8% vaccinated, 1.2% exemption (~2/3 medical, ~1/3 religious reviewed through HR, ~12500 team members).

Thanks,

Costi

Sent from my iPhone

On May 25, 2021, at 11:09 PM, Lautenbach, Ebbing <ebbing@pennmedicine.upenn.edu> wrote:

Hi Costi,

Nice to hear from you!

I've copied PJ here as I think he's in a better position to offer insights on the Penn process here.

PJ and I are both on service this week so any responses might be a bit delayed.

Hope all is well!

Ebb

From: Sifri, Costi D *HS <CDS9N@hscmail.mcc.virginia.edu>
Sent: Tuesday, May 25, 2021 7:02 PM
To: Ebbing Lautenbach <ebbing@mail.med.upenn.edu>
Subject: [External] COVID Vaccine Requirement

Hi Ebb,

I hope you're well. I was wondering if I could get some of your insights into Penn's adoption of mandatory COVID-19 vaccination (or feel to forward to PJ). Frankly, I think we're almost there ourselves but are carefully crafting the roll out – for example, we're saying vaccination is "expected" but not "required/mandatory." Those not vaccinated will be screened weekly for COVID (likely saliva). New hires will be mandatory ... I anticipate this would be extended at some point to all UVA Health employees as the message is socialized. Part of the deliberate pace is because we're physically tied to the academic campus (like Penn), where student vaccination is required but faculty/staff vaccination is not (at this point).

Anyway, interested in insights and logistics, initial reaction from team members, greater Penn community, greater Philadelphia community, etc.

Thanks,

Costi

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